

Human Resources Metrics CCH Board of Directors

Barbara Pryor
Chief Human Resources Officer

August 30, 2019



COOK COUNTY
HEALTH

Metrics



COOK COUNTY
HEALTH

Important Performance Data

FY19 Vacancy	Count
Fiscal Year 2019 Approved Positions:	7,265
Current Vacancy Number:	NA
# of Positions in Process:	838

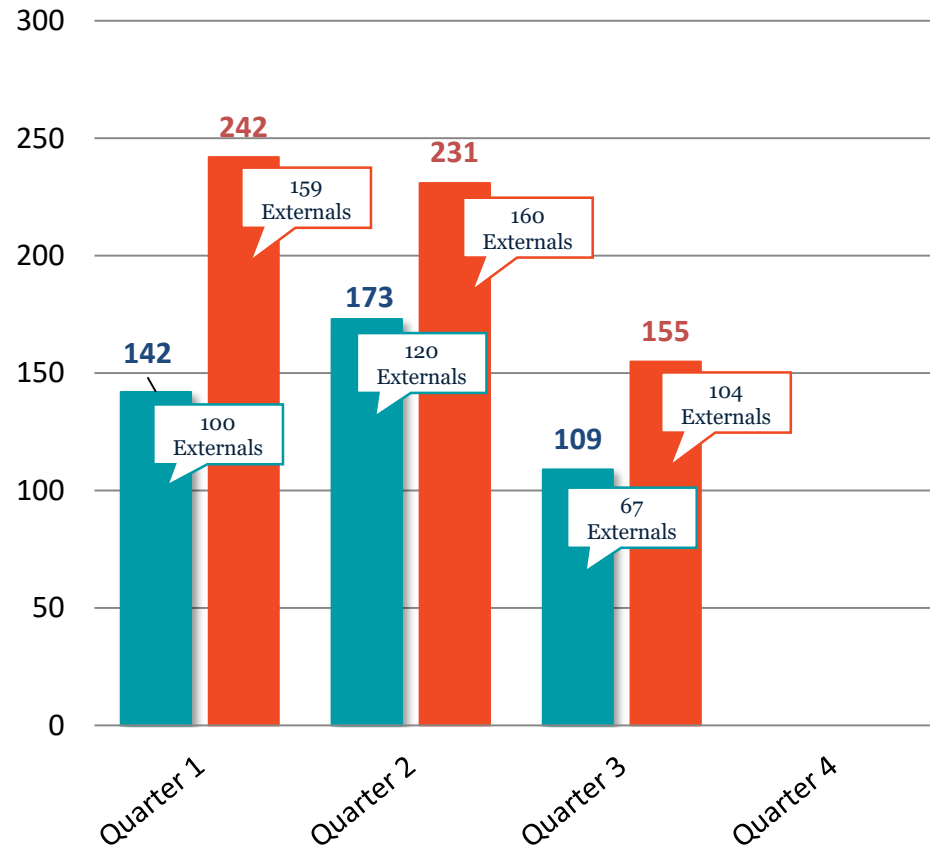


CCH HR Activity Report

Thru 07/31/2019

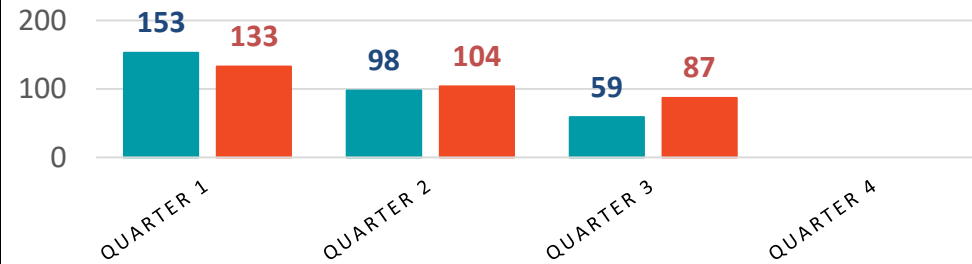
FILLED POSITIONS

■ 2018 Filled (424) | Externals (287)
■ 2019 Filled (628) | Externals (423)

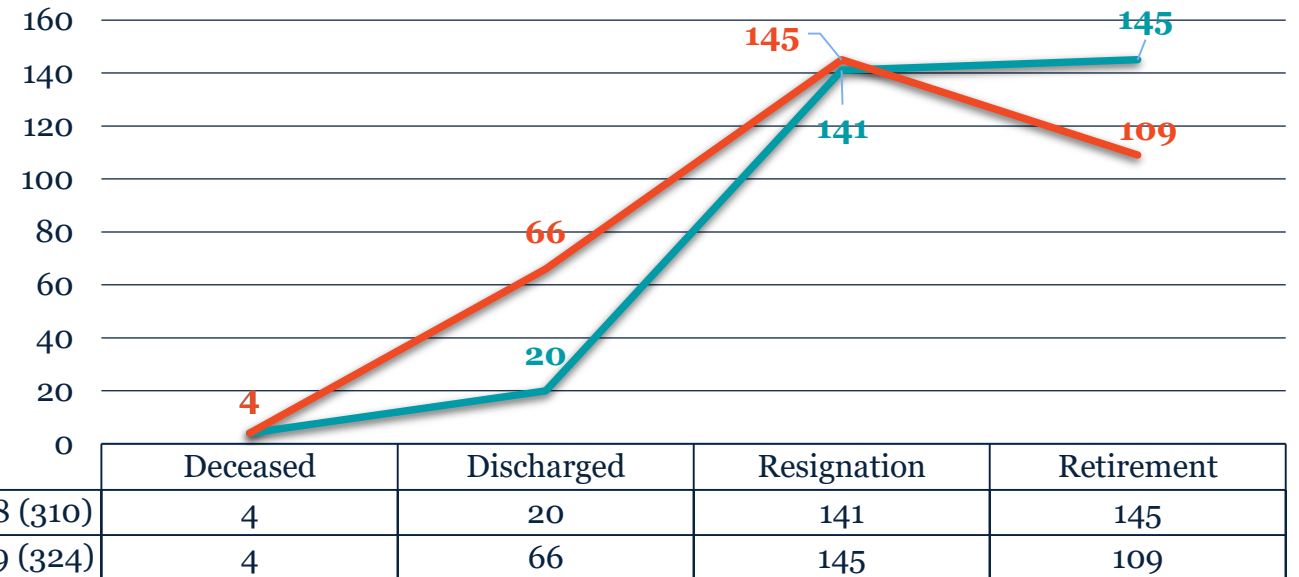
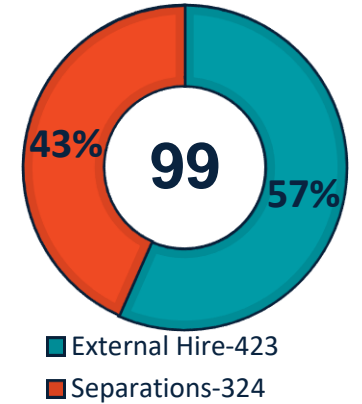


SEPARATIONS

■ 2018 Separations (310) ■ 2019 Separations (324)



NET NEW



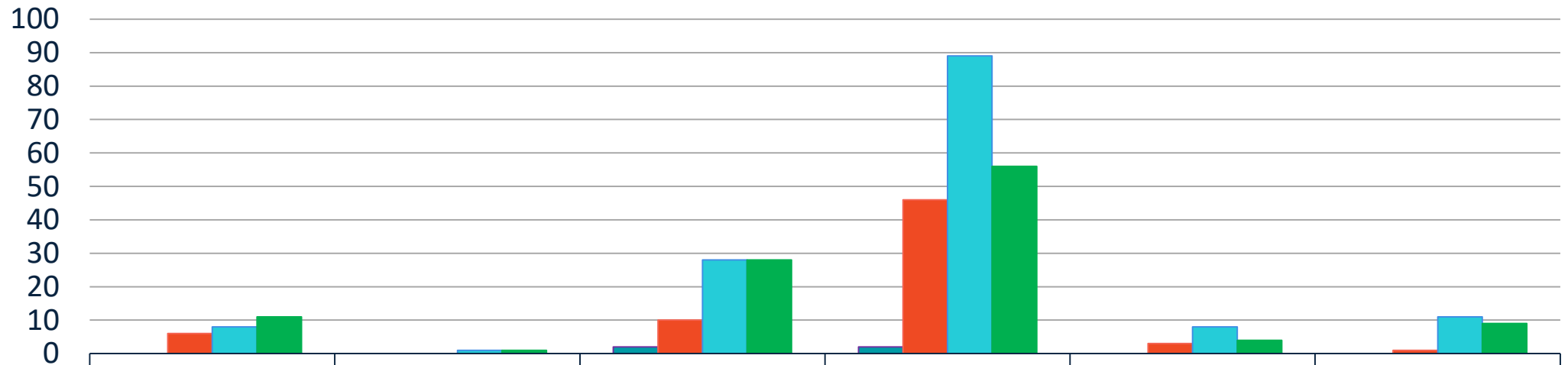
COOK COUNTY
HEALTH

Does not include Consultants, Registry and House Staff

CCH HR Activity Report

Thru 07/31/2019

SEPARATIONS BY CLASSIFICATION - 324

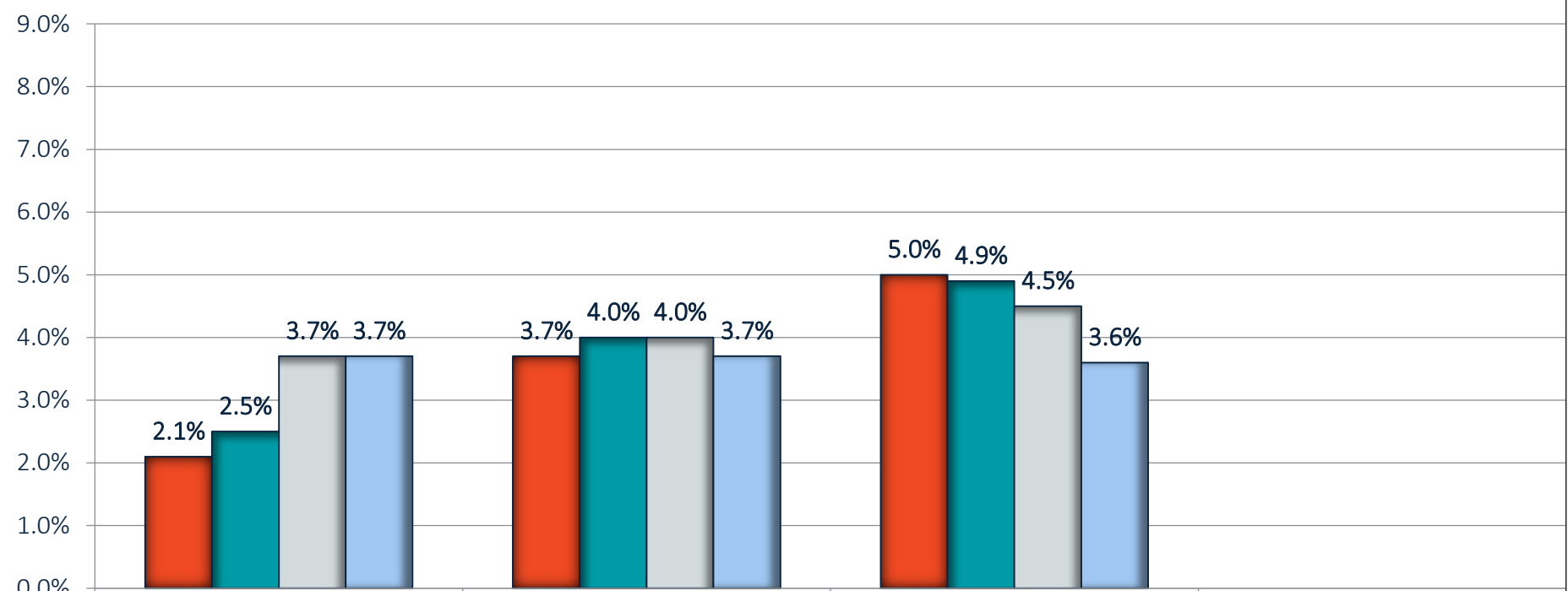


	Finance (25)	HIS (2)	Nurse (68)	Other (193)	Pharmacy (15)	Physician (21)
Deceased (4)			2	2		
Discharged (66)	6		10	46	3	1
Resignation (145)	8	1	28	89	8	11
Retirement (109)	11	1	28	56	4	9



CCH HR Activity Report – Turnover

CCH TURNOVER
Turnover Year-to-Date
Head Count: 6,421

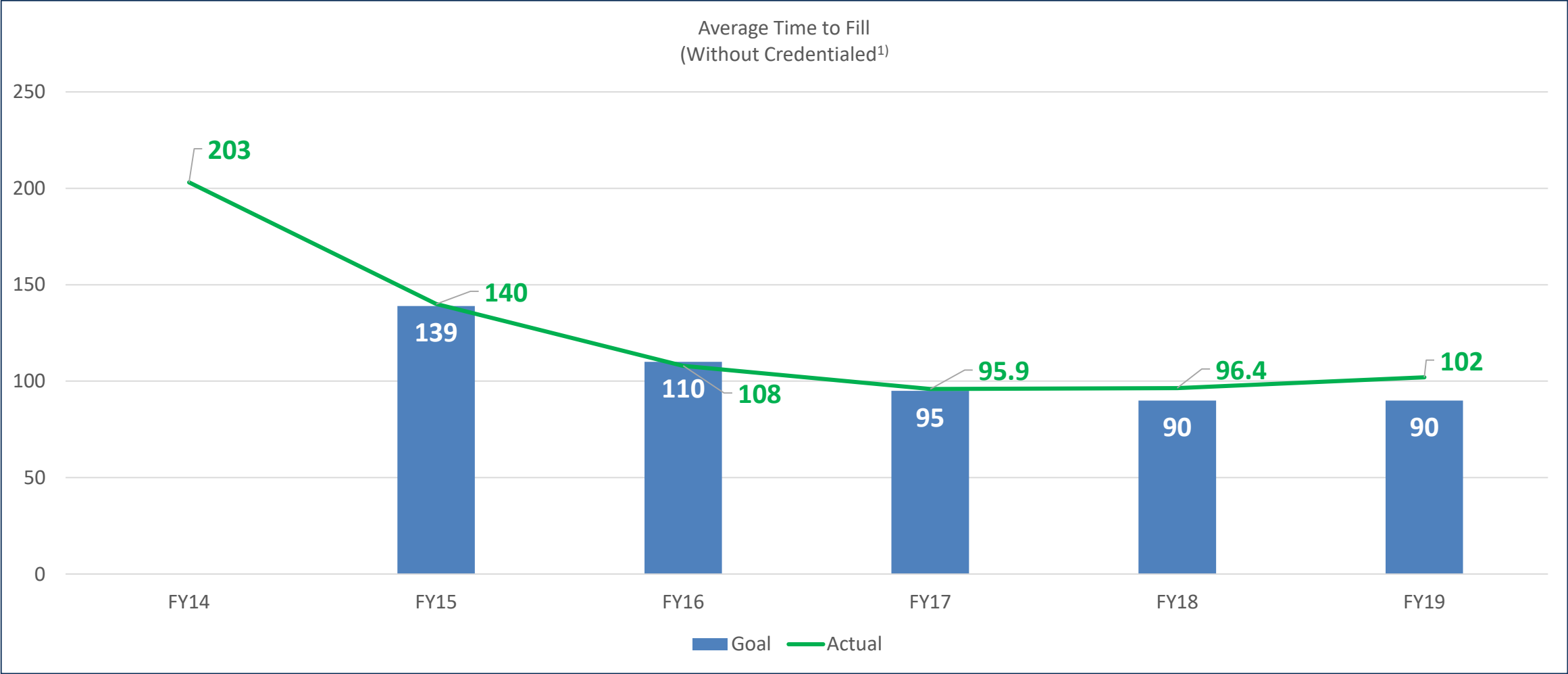


YTD Cumulative Totals:

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
FY19 CCH Turnover	2.1%	3.7%	5.0%	
FY18 CCH Turnover	2.5%	4.0%	4.9%	
FY17 U.S. IL Health & Hospital Assoc. Turnover Data	3.7%	4.0%	4.5%	
FY18 U.S. Dept. of Labor Turnover Data	3.7%	3.7%	3.6%	

CCH HR Activity Report

Improve/Reduce Average Time to Hire*



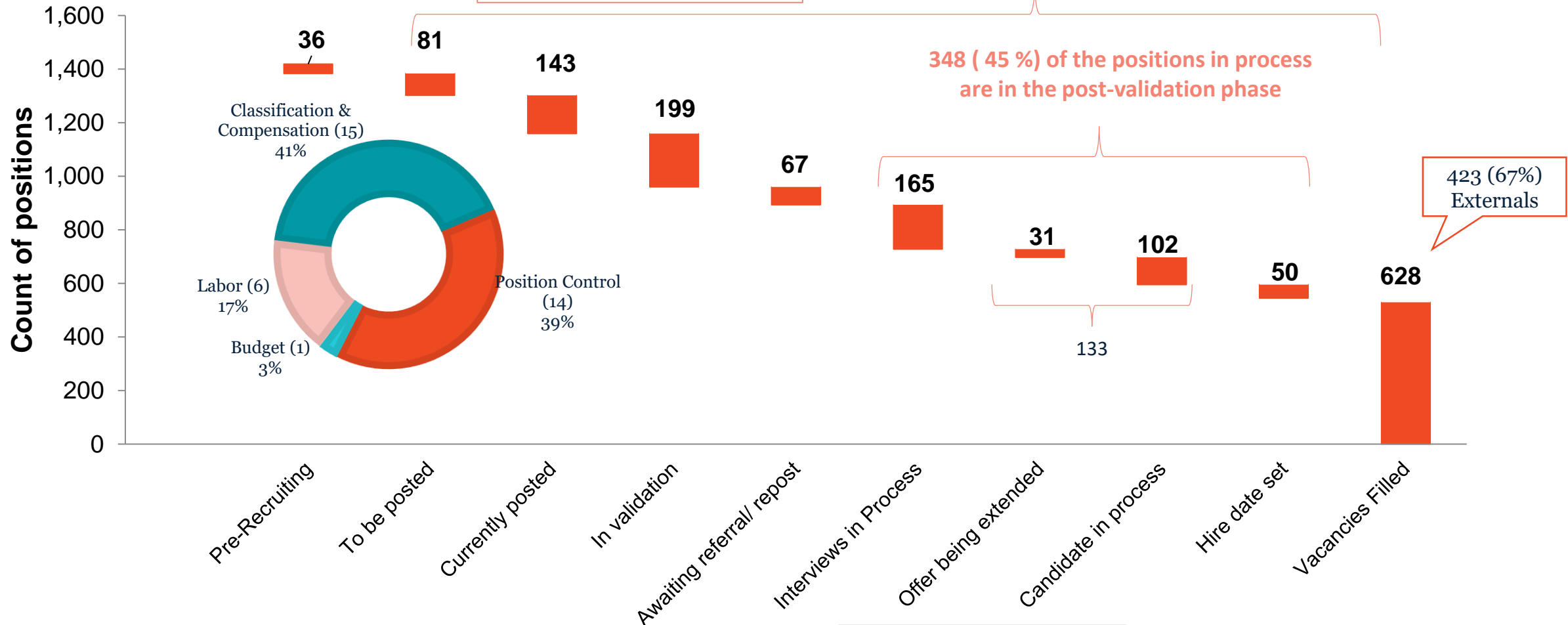
¹Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.

CCH HR Activity Report – Hiring Snapshot

Thru 07/31/2019

Clinical Positions – 556 / 66%
Non-Clinical Positions – 282 / 34%

838 Positions in Recruitment



Shared Responsibility

Human Resources

Management

Human Resources

Shared Responsibility



**COOK COUNTY
HEALTH**

Position Control 36 + Recruitment 838 = 874 Positions in Process

Thank you.



COOK COUNTY
HEALTH

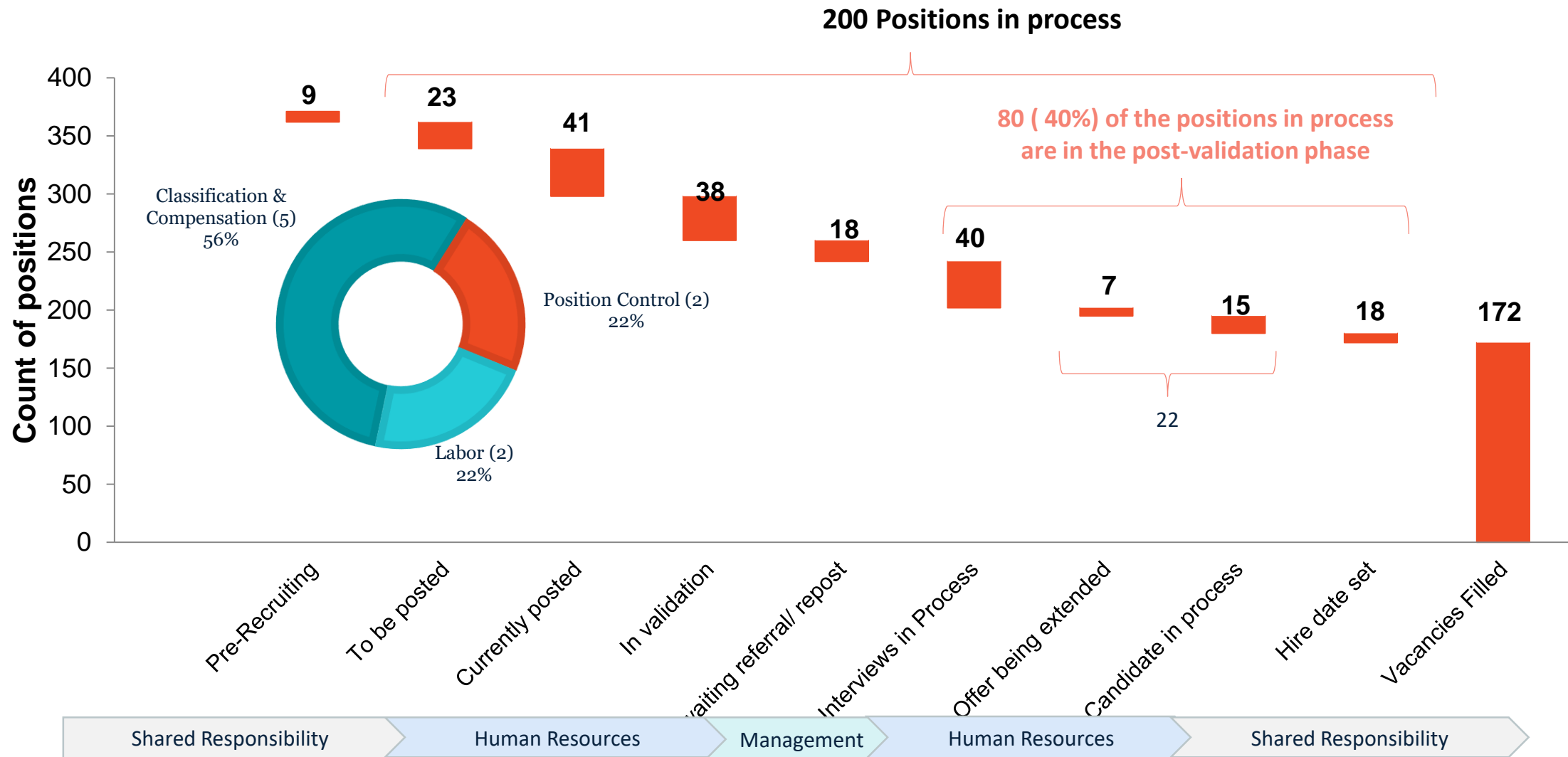
Appendix



COOK COUNTY
HEALTH

CCH HR Activity Report – Nursing Hiring Snapshot

Thru 07/31/2019



COOK COUNTY
HEALTH

Position Control 9 + Recruitment 200 = 209 Positions in Process

Nursing Activity Report – Turnover

CCH TURNOVER

Turnover Year-to-Date

Head Count: 1,457

9.0%
8.0%
7.0%
6.0%
5.0%
4.0%
3.0%
2.0%
1.0%
0.0%

Quarter 1

Quarter 2

Quarter 3

Quarter 4

YTD Cumulative Totals:

FY19 CCH Turnover YTD

FY18 CCH Turnover YTD

1.4%

2.1%

3.0%

3.5%

4.7%

4.2%

Include Registry

FY19 data is through 07/31/2019

FY19 (68) FY18 (58)

40
30
20
10
0

Deceased

Resignation

Retirement

Discharged

28

22

28

32

2

1

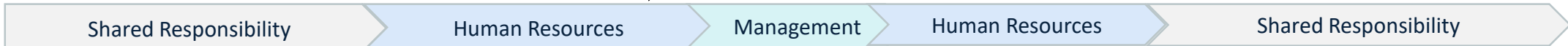
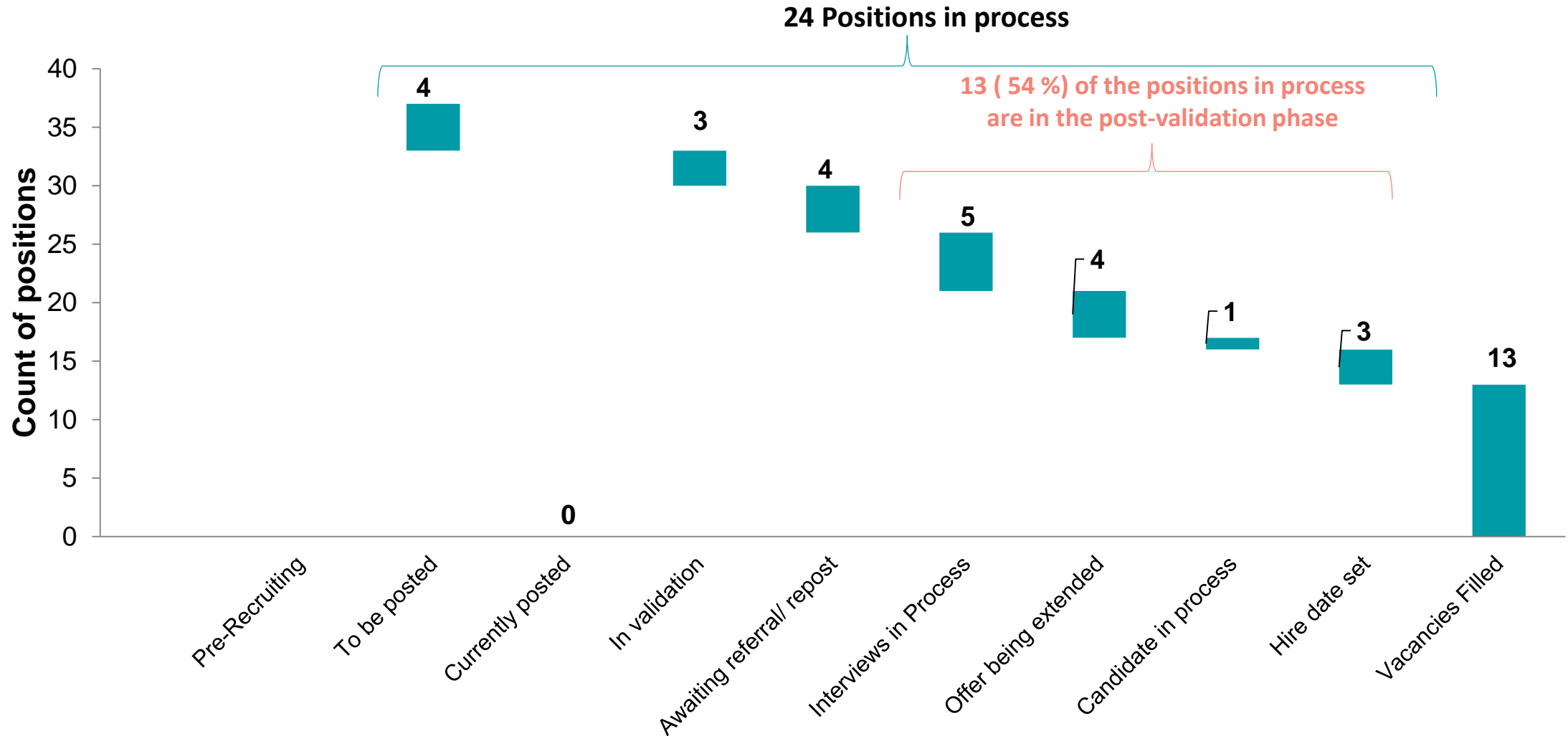
10

3



CCH HR Activity Report – Finance Hiring Snapshot

Thru 07/31/ 2019



COOK COUNTY
HEALTH

Position Control 0 + Recruitment 24 = 24 Positions in Process